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Quality Teaching Incentive Program (QTIP)

Presented: Oct 18th, 2021 Native American Legislative Liaison Committee

Overview of Program: QTIP is a program designed to provide equitable access to quality teaching for all students. In our most remote schools, recruiting and retaining teachers has been historically a great challenge. In 2016, a study of the years of longevity in our Navajo Nation schools vs. our non-Navajo Nation schools showed a great disparity. QTIP was implemented to provide a stipend to a certain number of selected positions to help recruit veteran, successful teachers to offset this disparity. A QTIP teacher must agree to accept shared leadership responsibilities in the areas of professional development, mentoring, school leadership team work, and any other selected area.

Success of QTIP: QTIP has proven to be a highly successful program. While there are always multiple factors playing out in any focus on the subject, the QTIP program is viewed as a leading variable in seeing the elimination of the recruitment and retainment gap between the Navajo Nation schools and non-Navajo Nation schools. In the past two years there has not been a noticeable gap all between the two regions. In fact, this past year, more teachers were replaced in the non-Navajo Nation schools for the first time in known history of SJSD. In addition, student achievement scores have also risen during recent years (pre-COVID).

Money Spent on QTIP: 100% of all legislative money has been spent on salary and benefits of QTIP teachers and retention bonus of other non-QTIP teachers. School and district funds are braided in to cover salary costs as well as provide travel to trainings and purchase supplies if needed.

Growth of the Program: We are presently at 19 of the 22 positions approved. We have steadily increased our numbers as positions have turned over.

Additional Money Purpose: Newly approved money will allow us to raise the yearly stipend of 12,000 to a higher amount to ensure that we can stay competitive in attracting quality candidates.